

Gender Pay Gap Report for South Devon College 2022

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As of April 2017, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually, using these measures:

- **Mean gender pay gap:** The difference between the mean hourly rate of pay of male relevant employees and that of female relevant employees.
- **Median gender pay gap:** The difference between the median hourly rate of pay of male relevant employees and that of female relevant employees.
- **Quartile pay bands:** The proportions of male and female relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.
- **Mean bonus gap**
- **Median bonus gap**
- **Bonus proportions**

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

The data reported on is a snapshot in time, as is required under the reporting guidelines. The gender balance of the staff included in each year's sample is shown below:

	Females	Males
2021	62%	38%
2022	61%	39%

Our pay data as at 31 March 2022 shows the overall difference between men and women:

- The mean gender pay gap for South Devon College is 10.24% (9.8% in 2021)
- The median gender pay gap for South Devon College is 11.7% (11.8% in 2021).
- South Devon College does not operate any kind of bonus scheme, as such there is not a requirement to report on bonus payments.

Pay quartiles by gender

	2023		2022		
Pay Band	Males	Females	Males	Females	Description
Lower quartile	38.92%	61.08%	26.09%	73.91%	Includes all employees whose standard hourly rate places them at or below the lower quartile. The types of role in this band are Apprentices, Catering Assistants, Learning Support Assistants and Administrators.
Lower middle quartile	25.3%	74.7%	37.65%	62.35%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median. The types of role in this band are Senior Administrators, Life Skills Support Workers, Learning Support Technicians, Workplace Coordinators and Training Facilitators.
Upper middle quartile	40.36%	59.64%	43.48%	56.52%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile. The types of role in this band are highest paid Training Facilitators, Lecturers, Senior Coordinators and Deputy Managers.
Upper quartile	50.60%	49.40%	46.91%	53.09%	Includes all employees whose standard hourly rate places them above the upper quartile. The types of role in this band are the highest paid Lecturers, Programme Coordinators, College Leadership Team and Senior Leadership Team.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

There has been very little difference in the median and mean pay gaps since the previous year. There has been an increase in female representation in the upper and upper middle quartiles, however there still remains a pay gap between male and female employees.

What are the underlying causes of South Devon College's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

South Devon College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, it:

- Uses objective pay bands to establish the appropriate and fair salaries for particular roles;
- Only uses market supplements where the market for a particular post or skill-set dictates the need to do so to ensure recruitment of high quality staff members; and
- Evaluates job roles and pay grades as necessary to ensure a fair pay structure.

South Devon College is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

As 61% of the employees at South Devon College are female, the expectation would be to see this reflected in each quartile. Currently the results show that women are still over represented in the lower quartile, however all quartiles except the lower middle quartile have seen an increase in female representation compared to the previous year.

There has been an increase in the number of females in the lower quartile. The types of positions in the lower quartile include Catering Assistants and Learning Support Assistants, which are roles that are term time only with flexible hours, which are attractive to those with childcare commitments. Recent analysis found that women's employment rates after the arrival of children jump down from about 90% to 75%, and average weekly hours of work for those still in paid work fall from around 40 to less than 30 (ifs.org.uk). With evidence showing females are often taking on more childcare and housework commitments following the arrival of children, roles offering flexible and term time only hours are filled and retained by females predominantly.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of South Devon College's workforce in the lower pay quartile, where many of the roles are filled by more women than men. However, we are pleased to report that the gender balance in the upper middle and upper quartiles reflects more positively against the national trend with a higher percentage of women than men holding these more senior roles, which indicates that females are successfully being recruited into and progressing into higher paid positions at South Devon College.

What is South Devon College doing to address its gender pay gap?

To date, the steps that South Devon College has taken to promote gender diversity in all areas of its workforce include the following:

- Having 'Family Friendly' policies and procedures in place and made known to all staff which encourages both male and female employees to discuss flexible working arrangements which will not inhibit career progression.
- Implementation of Agile and Hybrid Working Policy, to encourage flexible and consideration of unique working patterns that support with home life commitments.
- Equality and Diversity training is a mandatory part of the new staff induction for all staff as well as there being a requirement for all staff at the College to undergo refresher training every 2 years to reinforce the organisation's 'zero tolerance' approach to gender bias and promotion of equal opportunity.
- 'Inclusion' is one of the College's 5 values ensuring that equality diversity, fairness and inclusion are embedded in all that we do.
- Equality and Diversity is embedded into all study programmes and apprenticeship programmes as well as the tutorial programmes, promoting equal opportunity and dispelling gender stereotypes.
- Robust and consistently applied policies and procedures relating to equality, as well as rigorous oversight by the People function at the College to ensure there is no gender bias in any recruitment and selection or career promotion process.
- Established Future Leaders programme which supports progression and identifies clear pathways for more women to secure management and senior roles.

- Rolled out an optional Management Development programme whereby all existing college managers and deputy managers can opt to attend management development training sessions which focus on improving their skills as a leader. This will ensure both genders are given the opportunity to develop their skills to aid their career progression.
- Inclusion of wording to all College vacancies confirming the College welcomes applications from people who wish to apply on the basis of a job share, flexible or hybrid working arrangement.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, South Devon College is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

As an IIP Platinum employer, South Devon College is also committed to continuous improvement, in the coming year the following activities are planned:

- Ongoing development and embedding of Family Friendly, Employee Reward and Employee Health & Wellbeing policies and initiatives to ensure barriers to progression are removed where possible.

Karen Parry
Head of People

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